

National/Provincial department	
Total	
Eastern Cape	Total
	Community Safety
	Cooperative Governance and Traditional Affairs
	Economic Development, Environmental Affairs and Tourism
	Education
	Health
	Human Settlements
	Office of the Premier
	Provincial Treasury
	Public works and Infrastructure
	Rural Development and Agrarian Reform
	Social Development
	Sport, Recreation, Arts and Culture
Transport	
Free State	Total
	Agriculture and Rural Development
	Co-operative Governance and Traditional Affairs
	Community Safety, Roads and Transport
	Economic, Small Business Development, Tourism & Environmental Affairs
	Education
	Health
	Human Settlements
	Office of the Premier
	Provincial Treasury
	Public Works and Infrastructure
	Social Development
	Sport, Arts, Culture and Recreation
Gauteng	Total
	Agriculture and Rural Development
	Co-operative Governance and Traditional Affairs
	Community Safety
	E-Government
	Economic Development
	Education
	Health
	Human Settlements
	Infrastructure Development
	Office of the Premier
	Provincial Treasury
	Roads and Transport
	Social Development
Sports, Arts, Culture and Recreation	
KwaZulu-Natal	Total
	Agriculture and Rural Development

	Co-operative Governance and Traditional Affairs
	Community Safety and Liaison
	Economic Development, Tourism and Environmental Affairs
	Education
	Finance
	Health
	Human Settlements
	Office of the Premier
	Public Works
	Social Development
	Sport and Recreation
	Sports, Arts & Culture
	Transport
Limpopo	Total
	Agriculture and Rural Development
	Co-operative Governance, Human Settlements and Traditional Affairs
	Economic Development, Environment and Tourism
	Education
	Health
	Office of the Premier
	Provincial Treasury
	Public Works, Roads and Infrastructure
	Social Development
	Sports, Arts and Culture
	Transport and Community Safety
Mpumalanga	Total
	Agriculture, Rural Development, Land and Environmental Affairs
	Co-operative Governance and Traditional Affairs
	Community Safety, Security and Liaison
	Culture, Sport and Recreation
	Economic Development and Tourism
	Education
	Health
	Human Settlements
	Office of the Premier
	Provincial Treasury
	Public Works, Roads and Transport
	Social Development
National	Total
	Agriculture, Land Reform and Rural Development
	Basic Education
	Civilian Secretariat for the Police Service
	Communications and Digital Technologies
	Cooperative Governance
	Correctional Services
	Employment and Labour
	Forestry, Fisheries and the Environment
	Government Communication and Information System
	Health
	Higher Education and Training
	Home Affairs

	Human Settlements
	Independent Police Investigative Directorate
	International Relations and Cooperation
	Justice and Constitutional Development
	Military Veterans
	Mineral Resources and Energy
	National School of Government
	National Treasury
	Office of the Chief Justice
	Office of the Public Service Commission
	Planning, Monitoring and Evaluation
	Police
	Public Enterprises
	Public Service and Administration
	Public Works and Infrastructure
	Science and Innovation
	Small Business Development
	Social Development
	Sport, Arts and Culture
	Statistics South Africa
	The Presidency
	Tourism
	Trade, Industry and Competition
	Traditional Affairs
	Transport
	Water and Sanitation
	Women, Youth and Persons with Disabilities
North West	Total
	Agriculture and Rural Development
	Arts, Culture, Sports and Recreation
	Community Safety and Transport Management
	Cooperative Governance and Traditional Affairs
	Economic Development, Environment, Conservation and Tourism
	Education
	Health
	Human Settlements
	Office of the Premier
	Provincial Treasury
	Public Works and Roads
	Social Development
Northern Cape	Total
	Agriculture, Environmental Affairs, Rural Development and Land Reform
	Co-operative Governance, Human Settlements and Traditional Affairs
	Economic Development and Tourism
	Education
	Environment and Nature Conservation
	Health
	Office of the Premier
	Provincial Treasury
	Roads and Public Works
	Social Development

	Sport, Arts and Culture
	Transport, Safety and Liaison
Western Cape	Total
	Agriculture
	Cultural Affairs and Sport
	Economic Development and Tourism
	Education
	Environmental Affairs and Development Planning
	Health and Wellness
	Infrastructure
	Local Government
	Mobility
	Police Oversight and Community Safety
	Provincial Treasury
	Social Development
	The Premier

**SMS NQF qualification level on PERSAL by department
as on 29 February 2024**

Not specified/below NQF level 7/below NQF level 6 for Police					
Number on 31 January 2021		Number on 31 January 2022		Number on 29 February 2024	
Before 1 August 2016	From 1 August 2016	Before 1 August 2016	From 1 August 2016	Before 1 August 2016	From 1 August 2016
2 735	637	1 724	512	1 177	559
148	37	122	38	88	40
1		1			2
10	2	8	4	6	2
15	2	13	1	8	1
18	7	12	6	11	8
41	6	36	5	29	9
11	3	11	3	8	2
5		5		2	
1		1		1	1
7	1	2	1	2	1
13	2	13	2	9	2
9	6	8	6	6	6
8	4	9	7	2	3
9	4	3	3	4	3
99	28	75	23	39	15
16	2	16	1	10	1
10	2	9	1	5	
12	3	4	2	2	2
5	3	5	3		
11	3	10	4	6	2
15	4	11	4	4	4
1	2	1	1	2	2
4	3	4	3	4	2
5	1	5			
5	4	3	3	1	1
11	1	5	1	2	1
4		2		3	
314	68	210	65	165	102
18	7	15	7	12	6
12	2	12	2	7	2
3	5	3	5	5	9
17	9	10	6	8	8
13	4	12	3	7	10
37	6	29	7	19	6
42	15	34	16	27	21
22	3	12	4	10	5
28	3	9	2	7	6
29	5	27	4	21	8
30	6	22	5	19	14
30	1	17	2	14	2
21	1		1		4
12	1	8	1	9	1
190	57	111	36	92	54
3	1	2		2	2

8	9	1	3	1	4
6		6		5	1
14	11	8	7	7	6
32	10	23	9	17	8
19	4	14	3	12	7
24	4	7	3	8	5
6	2	3	2	2	1
22	7	12	2	10	6
10	1	3	1	3	1
12	4	7	4	5	8
6		2			
6	2	4	1	5	2
22	2	19	1	15	3
129	25	114	26	80	21
6		5		4	
14	3	14	3	14	3
15	4	7	3	1	
18	5	18	5	10	5
39	7	32	6	25	7
6		6	1	3	
1	2	1	2	1	2
9	3	11	2	9	2
4		4	1	4	1
4	1	3	1	1	
13		13	2	8	1
100	31	84	29	60	36
6		6		5	2
4	1	4		3	2
4	1	3		3	1
1	2	1	1	1	
5	4	5	3	4	3
13	2	12	2	2	2
21	10	16	10	12	10
5	10	4	10	3	10
7		8		7	1
11		7		6	1
15	1	10	2	6	3
8		8	1	8	1
1 472	328	819	237	531	236
176	51	60	10	24	12
3	2	3	3	2	2
9	2	2		2	
14	3	12	2	7	
27	7	24	9	23	10
51	16	40	12	31	17
64	15	38	9	30	13
96	11	17	3	18	9
6	2	5		3	
47	9	34	10	19	9
32	20	30	19	23	21
45	11	33	13	15	10

44	2	27	2	20	4
6	3	5	3	4	
64	17	21	9	19	10
162	27	122	25	64	38
4		2		2	
26	5	22	5	14	7
9	1	3			1
54	10	51	12	45	11
8	2	8	2	6	3
10	5	2	1	1	1
12	4	10	3	7	2
30	13	24	14	12	17
19	3	9	2	8	1
25	7	7	4	4	
50	17	37	10	28	8
40	4	13		12	1
14	1	4		4	1
38	1	14	3	5	
18	4	10	3	8	3
24		13	2	13	4
13	4	12	5	12	7
20	3	15	1	9	2
120	8	19		11	
7		7	1	5	1
21	4	19	7	13	6
46	32	43	33	6	4
18	2	2		2	1
88	35	74	36	55	38
8	4	7	5	5	6
3	1	3		3	
3	2	2	2	2	4
10	4	5	3	4	1
7		4		2	1
5	6	3	7	3	7
4	3	3	4	3	3
1		2		2	
10	7	9	5	7	5
17	2	16	5	10	4
14	4	14	3	10	5
6	2	6	2	4	2
86	13	64	14	36	10
4	1	6	1	3	
6	2	4		3	
8		9		1	
12	3	8	2	6	2
3					
8	3	4	5	3	4
12	1	6	1	3	1
5		4		2	
13		9		7	1
4	1	4	2	3	

6	1	5	1	4	1
5	1	5	2	1	1
109	15	51	8	31	7
10		1			
5					
3	1	2	1	2	1
9	2	8	2		
2		1		1	
12	5	8	3	6	3
18	1	7		4	
3	2	2	1	2	1
6		4		2	1
3	1				
6	1	1		1	
8		3		3	
24	2	14	1	10	1

Data source: PERSAL

Compiled by the DPSA

Excluding Defence and State Security Agency

e Act 1995

Change Jan 2021 to Jan 2022 appointed from 1 August 2016	Change Jan 2022 to current appointed from 1 August 2016
-125	47
1	2
	2
2	-2
-1	0
-1	2
-1	4
0	-1
	1
0	0
0	0
0	0
3	-4
-1	0
-5	-8
-1	0
-1	-1
-1	0
0	-3
1	-2
0	0
-1	1
0	-1
-1	
-1	-2
0	0
-3	37
0	-1
0	0
0	4
-3	2
-1	7
1	-1
1	5
1	1
-1	4
-1	4
-1	9
1	0
0	3
0	0
-21	18
-1	2

Deteriorated

56

Improved

38

No Change

36

-6	1
	1
-4	-1
-1	-1
-1	4
-1	2
0	-1
-5	4
0	0
0	4
-1	1
-1	2
1	-5
0	0
-1	-3
0	0
-1	1
1	-1
0	0
-1	0
1	0
0	-1
2	-1
-2	7
	2
-1	2
-1	1
-1	-1
-1	0
0	0
0	0
0	0
	1
	1
1	1
1	0
-91	-1
-41	2
1	-1
-2	
-1	-2
2	1
-4	5
-6	4
-8	6
-2	
1	-1
-1	2
2	-3

0	2
0	-3
-8	1
-2	13
0	2
-1	1
2	-1
0	1
-4	0
-1	-1
1	3
-1	-1
-3	-4
-7	-2
-4	1
-1	1
2	-3
-1	0
2	2
1	2
-2	1
-8	
1	0
3	-1
1	-29
-2	1
1	2
1	1
-1	
0	2
-1	-2
	1
1	0
1	-1
-2	0
3	-1
-1	2
0	0
1	-4
0	-1
-2	
-1	0
2	-1
0	0
	1
1	-2

0	0
1	-1
-7	-1
0	0
0	-2
-2	0
-1	
-1	0
	1
-1	
-1	
-1	0

**SMS Members with Qualifications not specified/below NQF level 7/below NQF I
as on 29 February 2024**

Occupational Classification	Date appointed
	Before 1 August 2016
Total	1 177
ADMINISTRATIVE AND GOVERNANCE POLICY MANAGER	
ADMINISTRATIVE RELATED	87
ADVOCATES	
AGRICULTURE RELATED	2
COMMUNICATION AND INFORMATION RELATED	4
COMMUNICATION AND MARKETING MANAGER	
COMPUTER PROGRAMMERS.	
COMPUTER SYSTEM DESIGNERS AND ANALYSTS.	
CRIME INVESTIGATORS/MISDAAD ONDERSOEKERS	
CUSTODIAN PERSONNEL	
ECONOMISTS	2
FINANCE AND ECONOMICS RELATED	19
FINANCIAL AND RELATED PROFESSIONALS	18
FINANCIAL CLERKS AND CREDIT CONTROLLERS	2
GENERAL LEGAL ADMINISTRATION & REL. PROFESSIONALS	2
HEAD OF DEPARTMENT/CHIEF EXECUTIVE OFFICER	20
HEAD OF PROVINCIAL DEPARTMENT	1
HEALTH SCIENCES RELATED	3
HUMAN RESOURCES & ORGANISAT DEVELOPM & RELATE PROF	10
HUMAN RESOURCES RELATED	11
IDENTIFICATION EXPERTS	3
INFORMATION TECHNOLOGY RELATED	4
LEGAL RELATED	4
NATURAL SCIENCES RELATED	1
OPERATIONAL PLANNING	
OTHER ADMINISTRAT & RELATED CLERKS AND ORGANISERS	2
OTHER ADMINISTRATIVE POLICY AND RELATED OFFICERS	2
OTHER INFORMATION TECHNOLOGY PERSONNEL.	8
OTHER OCCUPATIONS	9
POLICE.	
POLICY AND PLANNING MANAGERS	1
PROFESSIONAL NURSE	1
PROSECUTOR*	
RISK MANAGEMENT AND SECURITY SERVICES	4
SAPS	
SECRETARIES & OTHER KEYBOARD OPERATING CLERKS	
SENIOR MANAGERS	951
SOCIAL SCIENCES RELATED	1
SOCIAL WORK AND RELATED PROFESSIONALS	2
TRADE/INDUSTRY ADVISERS & OTHER RELATED PROFESSION	2
VETERINARIANS	1

Data Source: PERSAL

Compiled by the DPSA

Excluding Defence and State Security Agency

Level 6 for Police Act 1995

ed in SMS	Total
From 1 August 2016	
559	1 736
2	2
56	143
1	1
	2
2	6
1	1
1	1
1	1
1	1
1	1
	2
6	25
13	31
	2
1	3
6	26
	1
2	5
5	15
6	17
	3
1	5
1	5
1	2
1	1
3	5
1	3
	8
	9
1	1
	1
	1
1	1
	4
1	1
3	3
440	1 391
	1
	2
	2
	1